NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION

THE bulletin

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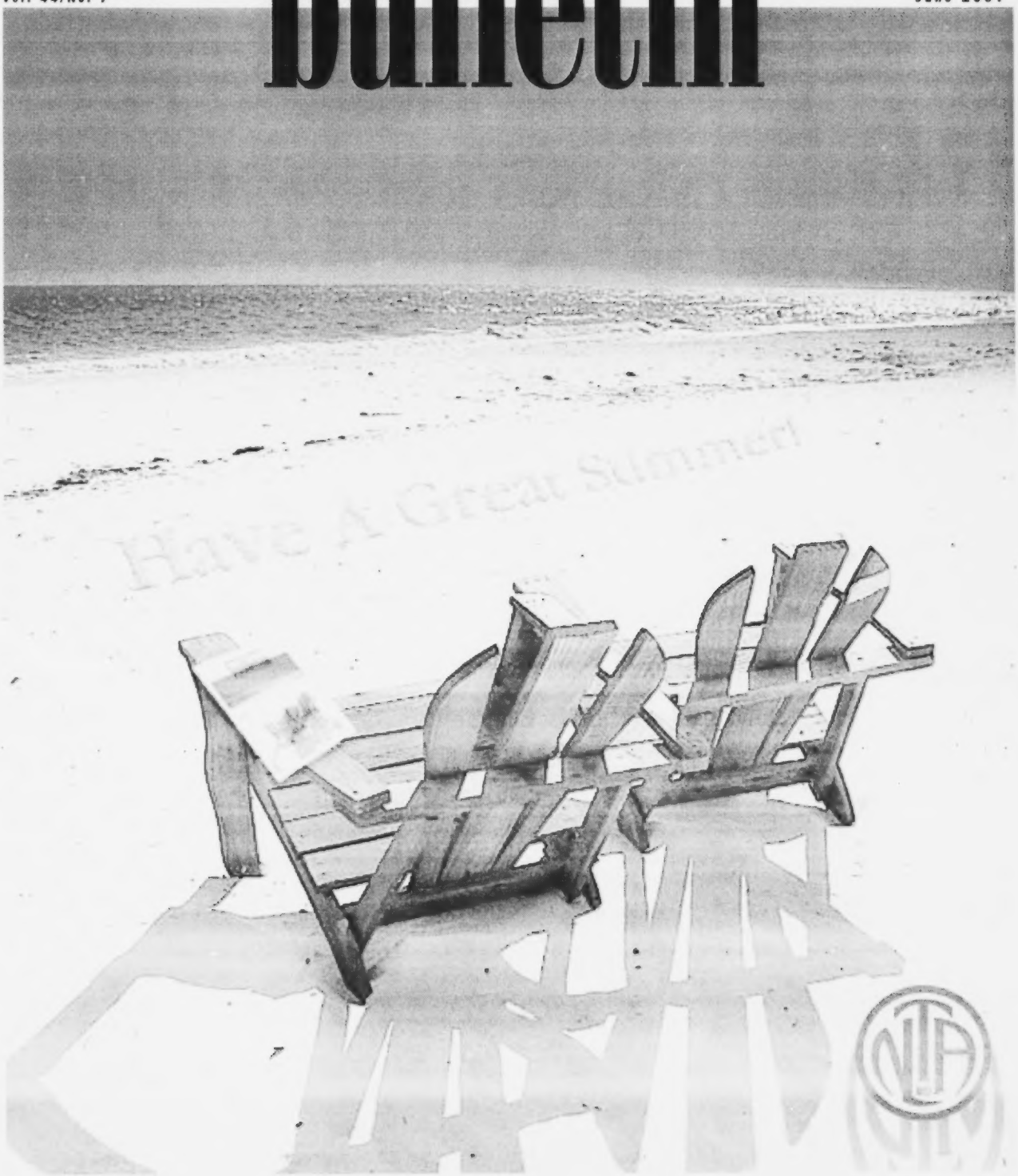

Off the Cuff

by LESLEY-ANN BROWNE

During the 2000-01 school year I again had the responsibility of being staff consultant to the Communications/Political Action Committee and the Education Week Committee. I would like to acknowledge the great work accomplished by the members of these two committees as they carried out their work this year. I would also like to recognize the other NLTA committees that are concluding their work for this school year. These committees include Finance and Property, Curriculum, Equity Issues in Education, Group Insurance, Membership Benefits and Services, and Professional Issues in Teaching. The teachers who serve on these committees do so on their own time. They volunteer their time and energies for meetings and provide input into the activities of the Association by providing direction to Provincial Executive.

Many intense discussions occurred at the meetings of the Communications/Political Action Committee this past year. These concerned the working conditions of teachers as they go about their jobs of educating their students. The discussions examined the state of education in Newfoundland and Labrador and the level of inaction by various educational stakeholders to address the many issues and problems. These teachers are passionate about these issues and expressed their desire to give their students the best education possible. They believe that they are often unable to accomplish this because of workload issues and the stresses of the classroom.

Throughout the course of one of these conversations several committee members started discussing a dessert that several other members of the committee had sampled. The comparison was not clear until the explanation was complete. The dessert in question was Bakeapple Cuff. It was a challenge to eat as it was hard as a rock, but tasty none-theless. The committee members tackled that dessert the same way they teach - with a great deal of determination, perseverance, tenacity, and more important, a sense of humour.

It is that time of year when school is winding down and all are looking forward to that well-deserved summer break. I trust it will be a vacation from the daily grind of having to rise at the same time each day, neverending meetings and paperwork, and of course, in my case, the dreaded homework.

So as you count down the last few days before summer break may you do so thinking of all the great things you accomplished this school year and all the lives you touched through teaching. Have a great summer break. See you in September!

THE bulletin

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PESIC CONFERENCE
October 31 - November 2, 2001

FACING NEW HORIZONS

OCTOBER 31	Conference Registration Wine & Cheese
NOVEMBER 1	Awards Banquet & Dance Keynote Address Presentations
NOVEMBER 2	AGM Luncheon Presentations

AWARDS PRESENTATION

- PESIC Scholarship Awards
- Merit Awards
- CAHPERD Young Professional Award
- 10/20 Awards
- Honor Awards

CALL FOR PRESENTERS

If you have a great idea, a futuristic approach to teaching physical education, innovative theory or practical teaching tips or know someone who does and would like to present at the conference, please let us know (Physical Education and Assessment, Intramurals and Physical Education, Physical Education Curriculum). If you have an area of the curriculum that you would like us to address or a great suggestion for a keynote speaker, we are listening. Remember, this is your Physical Education Conference.

HELP US PLAN OUR CONFERENCE

Questionnaires have been mailed to all Physical Education teachers in the province. In order to help us plan our conference, your feedback is vital. Please return questionnaires by **June 20, 2001**.

For further information contact:
Ray Brushett, President, PESIC
27 Penmore Drive, Mt. Pearl, NF A1N 1T3
Tel: 709-579-0443; Fax: 709-579-2265; E-mail: rbrushet@stemnet.nf.ca

Hosted by
Physical Education Special Interest Council, NLTA
Memorial University of Newfoundland
School of Physical Education and Athletics

PROVINCIAL/NATIONAL/INTERNATIONAL

NEWS

RAMEA

Man's best friend visits school

During March, RCMP Constable Marc Periard and his German Shepherd partner, Faro, from the RCMP detachment in Stephenville visited St. Boniface All Grade School in Ramea. Constable Periard spoke to the students about the relationship between an officer and his dog and talked of the intense training for himself and Faro. Faro is trained to locate missing persons, trace suspected criminals and to sniff out drugs. Before Faro was brought to the gym, a small quantity of drugs was placed in the gym. When given the order to locate them, Faro did so in short order. "It was a very interesting and informative demonstration," said Hartley Cutler, Grade 4 teacher at St. Boniface. "Students and staff were thoroughly impressed."

RCMP Constable Marc Periard speaks to students at St. Boniface All Grade about working with his partner, Faro.

LITTLE BAY ISLANDS

Students win Mr. Christie's Smart Cookie Program

Six students in Grades 2 to 5 from H.L. Strong Academy in Little Bay Islands have won the Grand Prize for all of Atlantic Canada in the Mr. Christie's Smart Cookie Program. Danielle Locke , Krystle Roberts, Kyle Locke, Brittany Oxford, Chantelle Weir, and Mark Weir participated in the Reading Program by reading a total of 2,847 books or an average of 474 books each during four consecutive weeks from January 15 to February 11. During that time reading logs were kept of the books they read at school or at home.

For their reading success the students have won $5,000 worth of books for the school library as well as a book for themselves. The students are expecting a visit by a Canadian children's author, hopefully in June, who will come to the school to read for them.

Jerry Weir, Principal of H.L. Strong Academy, says the school is planning some special celebrations to mark their great accomplishments. "Not only did they win for Atlantic Canada, but they also read more per student than any other school in Canada."

H.L. Strong Academy is a K-12 school with a total student population of 13.

OUTER COVE

Students raise funds for earthquake victims

Social Studies took on a new meaning for K-8 students at St. Francis of Assisi school in Outer Cove this past February. While studying Latin America, Grade 8 students carried out research assignments on various countries which included posting newspaper articles on a Bulletin Board from the international section of local newspapers. The articles dealt with the country being researched and one of these was the earthquake in El Salvador. Students from all grades were concerned when the earthquake news from a second weekend newspaper reported an account of the devastation in El Salvador. They decided to a hold a "3 day spare change" blitz. Three days in February were set aside for the blitz and students as well as their families were eager to give. A total of $255 was collected from the students and sent to the Canadian Red Cross in aid of victims of the El Salvador earthquake.

"The study of Central America was made more relevant," says Anna Matchim, Grade 7/8 Social Studies

Teacher and Learning Resource Teacher. "Students gave generously without anticipating anything in return and the joy of learning that we can't do everything, but we can do something."

Grade 8 students at St. Francis of Assisi with their display of international news about El Salvador.

A letter of appreciation was received from the Canadian Red Cross stating that the students are "caring and conscientious," and "quite young to have such an astute awareness and genuine concern for events affecting people in other parts of the world." The letter thanked them for their "sincere humanitarian effort". "One Grade 4 student wanted to know if we made a difference," said Ms. Matchim. "I assured the student that every little bit helps and indeed we do make a difference."

A feast of spirit and tradition

The LSPU hall was alive in April with a tale of fairies who created trouble in Jack Whelan's meadow, and of community dances on a bridge in Outer Cove. Community folklore and traditions were the basis for a play entitled "A Fairy Tale in Jack Whelan's Meadow," written by the Grade 5 students of St. Francis of Assisi School in Outer Cove.

In September 2000, St. Francis of Assisi School received a grant of $2,000 from the ArtsSmart initiative of the Newfoundland and Labrador Arts Council. The grant was primarily used to engage the services of Jill Keiley, a well-known director in St. John's. Ms. Keiley worked with the Grade 5 students to develop the stories of the Irish heritage in their community of Logy Bay, Middle Cove, Outer Cove by collecting stories from parents, grandparents, and seniors. She taught them, through varied workshop sessions, how to compile the ideas of these stories into one script and then taught students how to create dialogue for their collective stories, which evolved into a play. The students also learned the importance of song and dance in the life of their community, a tradition that is maintained to this present day. The students also created a song for their play.

Ms. Keiley taught the students the skills needed to direct their play. They rehearsed and created costumes and props and then performed their two act play at the LSPU hall for parents and community members. The story is spun into an interesting tale that takes place in Jack Whelan's meadow, which is enchanted by fairies. Everyone in the community knows that to protect yourself from fairies you must keep bread in your pocket.

A runaway goat and an old horse add both turmoil and humour to the story by causing characters to get caught by the fairies. The play, steeped in Irish humor and traditions, such as the banter of a local pond hockey game, and characters like Father Dan, who has a lot of clout in the community, ends on a happy note, through the courage of the smallest community member, Fred, who tricks the fairies and rescues his friends.

Students also learned a traditional dance, the lancers, from some senior members of the community, who perform with the Concert Crowd, a community-based adult entertainment group. They were accompanied in their dance by Andrew O'Brien, an alumnus of St. Francis of Assisi who performs with the Celtic Fiddlers at Gonzaga High School in St. John's.

Students at St. Francis of Assisi perform "A Fairy Tale in Jack Whelan's Meadow".

Students had overwhelming support from their parents, who helped teachers, Janet Furey (Grade 5 teacher) and Donna Marie Kelly (Music teacher), with after school rehearsals.

"This has truly been an invaluable experience for our students. The project spanned the curriculum from Social Studies to Language Arts and has provided them with lasting memories and new respect and knowledge for the culture of their community," says Ms. Furey.

Donna Marie Kelly says, "Newfoundland communities, such as ours, are rich in stories of our own people that need to be told. Students were delighted to learn and share through their performance the real life stories of our 'own crowd'. Students have been cultivating their literacy skills through storytelling, writing, music, and performance."

TREPASSEY

Students awarded for their "Love of Reading"

From October 23, 2000 to February 9, 2001, primary students at Holy Redeemer Elementary School in Trepassey participated in the Department of Education's "For the Love of Reading" contest. "We are proud to announce that our students ranked among the top 20 schools in the province for the number of books read during that time," states Sister Sheila Leonard, Principal at Holy Redeemer. The 62 primary students enrolled at Holy Redeemer Elementary read a total of 11,565 books, or approximately 186 books per student. For this tremendous effort, the school was awarded $2,500 to purchase new reading and resource materials for the library. Ms. Linda Coles from the Department of Education and Mr. George Tucker from the Avalon East School Board were on hand to award the cheque to the school. "Special thanks go to our parents and teachers for their encouragement and support," says Sister Sheila. "When the contest results were announced during Education Week, we had one more reason to shout Un, deux, trois, on y va!"

Primary students at Holy Redeemer Elementary participate in the "For Love of Reading" contest.

Students learn to resist alcohol, drugs and violence

Linda Hayward's Grade 6 class at Holy Redeemer Elementary is one of the first in the province to participate in the DARE (Drug and Resistance Education) Program. The Grade 6 students thoroughly enjoy the hour spent at the DARE program each week and are learning different ways to resist alcohol, other drugs and violence," says Mrs. Hayward. This 17 hour course is offered voluntarily by RCMP Constable Tina Brake, who trained and taught this course in British Columbia before she was transferred to Trepassey. A graduation from the program is planned for June.

RCMP Constable Tina Brake teaches Grade 6 students at Holy Redeemer Elementary about the DARE program.

ST. JOHN'S

Provincial Teacher Recruitment Fair profiles job opportunities

A Provincial Teacher Recruitment Fair was held May 16 at the Main Dining Hall, St. John's campus of Memorial University of Newfoundland. The Recruitment Fair was officially opened at 12:00 noon by the Honourable Judy Foote, Minister of Education, Barbara Burnaby, Dean of Education, and Fred Andrews, President of the Newfoundland and Labrador Teachers' Association. The Fair concluded at 9:00 p.m. that evening. A closed session was held the following day for school district interviews. The Fair provided a tremendous opportunity for those looking for careers in education.

NLTA President Fred Andrews chats with teachers from the Lewisporte/Gander School District.

The educational agencies in attendance at the Fair included school districts, the Newfoundland and Labrador Teachers' Association, the Faculty of

Education and the Centre for Career Development at Memorial University, the Department of Education, and other educational agencies.

Visitors to the Recruitment Fair listening to opening remarks from Education Minister Judy Foote.

The Fair provided school districts with an opportunity to profile job opportunities and related information for students from Memorial University, substitute teachers and any interested teachers or individuals considering entry into the profession.

Visitors to the NLTA booth asked questions of Benefits and Economic Services staff member, Barbara Lewis (second from right).

The Provincial Teacher Recruitment Fair is a project of the Provincial Advisory Group on Teacher Supply and Demand, in partnership with Memorial University of Newfoundland, the Newfoundland and Labrador Teachers' Association, the Department of Education – Government of Newfoundland and Labrador, and the Newfoundland and Labrador School Boards Association.

Literacy fair a great success

At the invitation of some very proud staff members, NLTA President Fred Andrews visited St. Paul's Junior High School in St. John's in May to witness the culminating event of a school-wide literacy fair. This event was organized by Department Head, Junette French, with her colleagues in the English Department, but it was obvious that it was supported by the entire school – parents, students and teachers.

Every student in the school read a novel of their choice and as a project represented their impressions of that novel, trying to entice others to read it. These projects were displayed publicly for parents and teachers from other schools to come view.

In welcoming people to the event, Ms. French spoke with pride about the success of the project and the creative way that students and teachers had met some of the outcomes of the English curriculum. She also invited teachers from other schools to take materials which she had developed and to try the idea in their own schools.

The projects ranged from one student writing and performing a song, which was inspired by a novel, to sketches, board games, activity booklets, three-dimensional models, and mobiles to name just a few. "The energy and creativity that the students displayed in the room was well worth it to come out on a snowy May evening," stated Fred Andrews, NLTA President.

If you would like further information on the literacy fair, please contact Tom Hounsell, Principal of St. Paul's Junior High or Junette French, English Department Head, Tel: 709-753-6630.

"They're out for the summer, and not a moment too soon."

Senior High Mathematics League Provincial Championships winner

This year's winner of the NLTA Senior High Mathematics League Provincial Championships is Bishops College of St. John's who earned 59 out of a possible 65 points. Team members Mike Watson, Neil McKay, Andrew Collins, and Colin Kennedy, and teacher-sponsor Ms. Riva Mckee, accepted first place plaques. Second place medals went to Ascension Collegiate of Bay Roberts and third place medals to Prince of Wales Collegiate of St. John's. The final proved a very close game with the top four teams separated by only four points and fine finishes by all teams.

The provincial championship game took place this year at Memorial University on April 28, with the top school(s) from each district competing. Though one team is fully funded through the Math/Science Council of the NLTA, several school districts sent second teams so that more students could experience this special event (the host league invited its top two teams).

Teams participated from: A.R. Scammell, Change Islands; Ascension Collegiate, Bay Roberts; Bishops College, St. John's; Exploits Valley High, Grand Falls-Windsor; Herdman Collegiate, Corner Brook; Lewisporte Collegiate, Lewisporte; Pearce Regional High, Marystown; Prince of Wales Collegiate, St. John's; Roncalli Central High, Avondale; and Southwest Arm Academy, Little Hearts Ease.

The Newfoundland and Labrador Teachers' Association Senior Mathematics League began in 1986-87 as a competition amongst the high schools in the St. John's area, but has grown since then into a province-wide competition with many schools competing in local leagues in districts all across Newfoundland and Labrador.

The league continued into 2000-01 with the volunteer support of problem setters Bruce Shawyer, Peter Booth and John Grant Mcloughlin of Memorial University, and Provincial Coordinator Paul Gosse, Mathematics Department Head at Prince of Wales Collegiate, supported by Program Specialists and teachers acting as local coordinators. In addition to the personal interactions of a league game on-site, a web-based version is now available allowing any team/student(s) who cannot get to a site-based game the opportunity to participate. Results of the provincial competition and other information about the league may be found at www.math.mun.ca/~mleague. Follow the information link or e-mail provincial coordinator Paul Gosse at pgosse@pwc.k12.nf.ca.

School Council delegates discuss school fees and per pupil funding

The Newfoundland and Labrador Federation of School Councils (NLFSC) held its Annual General Meeting in St. John's, April 27 to 29. Resolutions discussed and carried covered a number of topics: bullying, air quality assessment, substitute teaching time and professional development, the per pupil grant and school fees.

Delegates also discussed the repercussions to schools after the Acting Minister of Education Beaton Tulk's statements in the fall of 2000 which indicated that school fees are voluntary and that the Department of Education fully funds education from K-8, including textbooks and field trips. Delegates asked the Federation to lobby the Minister of Education to state publicly that Government does not fund 100% of the costs of textbooks and field trips up to Grade 8, and that as matters now stand, such costs must be covered by parents.

Another aspect of the issue that was discussed at length was the difficulty that school fees cause parents. Delegates agreed that education should be free – Canada has signed the United Nations Declaration on the Rights of the Child. Delegates passed a resolution asking Government to increase the per pupil grant to more fully cover the real costs of education in this province.

The executive of the Federation for the next two years is: Denise Pike, President; Jane Haggie, 1st Vice-President; Ed Oldford, 2nd Vice-President; Glyn George, Secretary; and Cathy Benson, Treasurer.

FRAZER OAKLEY, 1921 – 2001

Frazer Oakley passed away on February 3, 2001 in St. John's. He was a devoted educator, family man, community and church leader.

Frazer began his teaching career in 1940 and served as vice-principal of the Salvation Army College in St. John's, principal in Deer Lake, Springdale, Hare Bay, and Grand Bank, as well as teacher at Morris Academy and Mount Pearl Central High School in Mount Pearl.

Frazer served as President of the Burin Peninsula branch of the NLTA, chairperson of the Grand Bank Film Council, member of the Memorial Library Board in Grand Bank, member of three lodges, and was on the District Council of the Boy Scouts. He was instrumental in founding the Grand Bank Adult Education Center and served as its principal for seven years. He received the Canada Centennial Medal for service in the field of education in 1967. Frazer was very active in the Salvation Army and served as a bandmaster and bandsman for over 50 years. Upon his retirement, Frazer maintained a ministry of hospital visitation, focusing especially on visiting members of the NLTA from all areas of the province who were hospitalized in St. John's.

Frazer was a devoted family man and will be greatly missed by his wife Pearl, daughter Doreen (Nick) Westera, and son Wayne (Myrna).

SYLVIA (MCKELLAR) PINK, 1952 – 2001

On February 11, 2001, family, friends and colleagues were saddened to hear that cancer had claimed the life of Sylvia (McKellar) Pink, a very special teacher and person.

Sylvia was born on May 29, 1952 in Arnhem, Holland. When she was quite young her family moved to London, Ontario where she grew up. She completed a Music, and later an Education degree at the University of Western Ontario.

She began her teaching career in Goose Bay, Labrador. From there she moved to the North Shore of the Bay of Islands where she taught at North Shore Elementary, and later at J.J. Curling, Humber Elementary and C.C. Loughlin in Corner Brook.

Sylvia was a true example of life-long learning – continually upgrading by completing a Native and Northern Institute, a Diploma in Learning Resources, improving her knowledge and skills in computer technology, and in French Immersion. In 1980, she published "Tutsiagalausiit Inuktitut: Inuit Songs for Children."

She was very talented musically and was a member of University and Community Choirs, Community Bands, various church choirs, Mokami Drama Club and Theatre Newfoundland and Labrador.

Sylvia's spiritual journey brought immeasurable meaning to her life. She contributed much to the life of her church as Eucharistic Assistant, lay reader, organist and choir director.

She loved the outdoors and Newfoundland, and travelled extensively. She especially enjoyed photography, walking, hiking, skiing and snowmobiling.

Sylvia leaves to mourn her loving husband, Austin, her stepchildren Roy (Trudy), Darlene and Sandra, her grandchildren Chelsea, Cody and Ashley, her mother Elisabeth and her brother Eric (Lisa) in Ontario, as well as a large circle of family and friends.

(Submitted by Eileen Churchill, Beth Goosney and Carol Follett)

Frazer Oakley

DOUGLAS VATCHER, 1954 – 2001

February was indeed a sad month for our school family. After a brave fight with cancer, we saw the passing of a dear friend, respected colleague, successful teacher, devoted son, cherished husband, and a wonderful dad.

Born in 1954 on the south coast of Newfoundland and Labrador, Douglas began the first 16 years of his teaching career in his home town of Burgeo in 1977. He eventually moved to Corner Brook and spent two years at G.C. Rowe Junior High before moving to Humber Elementary.

Douglas came to join our staff just over six years ago. During that time he taught Grade 6, Social Studies in Grade 5, and coached basketball to a group of Grade 6 students, and at times, coached a team from G.C. Rowe Junior High.

It was indeed an honor to have worked alongside this fine man who defined the term "gentleman" both in the classroom and on the court.

The school family of Humber Elementary offers their heartfelt sympathy to his wife; Linda (Green); two sons, Christopher and David; and his family. He will truly be missed and always remembered.

(Submitted by Dianne Squarcy, Humber Elementary)

Sylvia (McKellar) Pink

Douglas Vatcher

The Newfoundland & Labrador Teachers' Association

Enabling Our Teachers to Accomplish Uncommon Things

by FRED ANDREWS

NLTA President Fred Andrews

The Newfoundland and Labrador Teachers' Association is an organization dedicated to the promotion of the professional excellence and personal well being of teachers. In 1990, the teachers of the province celebrated the rich history of the NLTA and honoured those individuals who, through their leadership, helped shape the Association that is ours and serves us well today.

According to Peter F. Drucker (*Management*, HarperCollins), "No organization can depend on genius; the supply is always scarce and unreliable. It is the test of an organization to make ordinary human beings perform better than they seem capable of, to bring out whatever strength there is in its members and to use each person's strength to help all the others perform. The purpose of an organization is to enable common men and women to do uncommon things."

The NLTA is a successful organization because our members, common men and women, have accomplished and will continue to accomplish, uncommon things. As my two year term as President, the resident non-genius, comes rapidly to a close, I share with you some of the more recent organizational successes shared by all teachers across the province.

I begin with educational reform and the restructuring of the school system. Teachers in a very quiet and professional manner rose above their own levels of personal frustration to make the process work. Teachers, with professional pride and humility, ensured that the new system would continue to provide our students with high standards of excellence that enables them to compete globally.

In the spring of 2001 our teachers and administrators rose to the challenge that presented itself during the public service job action. NLTA members were strong, determined and unified as they supported the right of another bargaining unit to carry out a legal strike. More importantly, teachers and administrators spoke in solidarity to ensure that all students and in particular, students with varying degrees of learning disabilities, would continue to have optimal conditions both for health, safety and learning.

While every month of every school year seems to get busier and busier, May and June seem to come too quickly but often not quickly enough. Busy does not describe the individual and team efforts that are necessary to wind down another highly successful school year and put into place the plans for another year with new colleagues and students. In September 2001 our schools will see many new faces as job openings created by retirements and resignations are filled. I leave the position of President confident that the new leadership team buoyed by strong membership support will negotiate a contract that will both retain our members and attract the best to the profession of teaching.

As I look towards my retirement from active teaching I would like to thank every teacher who, over the past 32 years, enabled me to serve teachers through the NLTA. My involvement at various levels in our Association has given me a large network of friends, tremendous pride and satisfaction that dulls the memories of frustrations, and the opportunities to grow professionally and personally.

Colleagues, it has been a tremendous experience and I wish you all the best. May you all enjoy the holidays and may you be assured that you and our students are the future of this province.

Fred

2001
PRE-RETIREMENT SEMINAR

REGISTRATION FORM

Name

Home Address

Postal Code

Home Telephone

Social Insurance Number

School Name

School Telephone

Please check which session you will be attending:

- ☐ **Oct. 18-19** – Mt. Peyton, Grand Falls-Windsor
- ☐ **Oct. 25-26** – Albatross, Gander
- ☐ **Nov. 1-2** – Holiday Inn, Corner Brook
- ☐ **Nov. 15-16** – Holiday Inn, Stephenville
- ☐ **Nov. 22-23** – Holiday Inn, St. John's
- ☐ **Nov. 29-30** – Holiday Inn, St. John's
- ☐ **Dec. 6-7** – Holiday Inn, St. John's

Will your spouse be attending? ☐ Yes ☐ No

Name of spouse (if attending)

Earliest eligibility date for pension

Have you attended a previous pre-retirement seminar?

☐ Yes ☐ No

Note:

- Teachers within two years of retirement (on or before June 2004) are eligible to attend.
- All participants must pre-register.
- You will receive confirmation prior to seminar.
- Travel costs will be paid according to policy and only to the nearest seminar.
- Teachers are advised to bring a calculator.

Please submit registration form to:
Benefits and Economic Services Division
Newfoundland and Labrador Teachers' Association
3 Kenmount Road, St. John's, NF, A1B 1W1
Fax: 709-726-4302; 1-877-711-6582 (*toll free*)

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Date Received	Confirmation Sent	Information Package Sent

The Challenges of Democracy

by WAYNE NOSEWORTHY

Wayne Noseworthy, Executive Director

History was made in a dramatic fashion at Convention 2001. By an overwhelming majority, the delegates to this year's Biennial General Meeting amended the Constitution and By-Laws of our Association to require that the President and Vice-President of NLTA be elected by a province-wide vote. In 2003, for the first time in the Association's history, the two top leadership positions within the organization will be selected by a vote of every teacher in Newfoundland and Labrador.

This development is the culmination of efforts undertaken by determined groups within the Association to transfer power from the organization's parliament to it's grassroots structure. Nevertheless, delegates to Convention still retain the right and the responsibility to elect the remaining ten members of the Provincial Executive Council, on an at-large basis.

One of the key challenges of this new electoral format is to ensure that teachers not only have the rights of a democracy, but are also instilled with the responsibility to see that effective decision-making is transferred to every single voter. Teachers will no longer be able to delegate the burden of electing the President and the Vice-President to branch representatives who attend Convention every two years. Rather, they must ensure that the individuals who offer themselves for these top two leadership positions are best equipped to address the needs of the membership. No longer will the family of Convention delegates have the luxury of making a collective decision as to who might be the best amongst many.

The second challenge of this new democracy is to enable every single candidate within the organization to have the right of access, on a fair and equitable basis, to every single voting member, regardless of that person's place within the structure of NLTA or the geography of this far-flung province. Despite the advances of technology, our organization will be pressured to find a creative and effective means of meeting this challenge. The candidates must be known to the voters!

The third challenge of the new electoral process is to develop a mechanism that can build a sound infrastructure to see that our new democracy is fair for everyone. To this end, the 2001 BGM gave the Executive Council the responsibility to appoint an Elections and Procedures Committee to assist with the implementation of province-wide voting. This Committee will have four broad mandates:

1. To seek input from the membership;
2. To review all issues and concerns relative to the process;
3. To recommend appropriate mechanisms to address the issues and concerns; and
4. To submit their recommendations to the Provincial Executive Council on or before April 1, 2002, with all recommendations being provided to the full membership on or before May 1, 2002 for feedback.

"One of the key challenges of this new electoral format is to ensure that teachers not only have the rights of a democracy, but are also instilled with the responsibility to see that effective decision-making is transferred to every single voter."

Work has already commenced towards the establishment of this group. Full details will be available following the August planning meeting of the Provincial Executive. I urge the entire membership to become fully engaged as this committee carries out its mandate and undertakes the challenge of ensuring that 2003 truly is a turning point in the history of the Newfoundland and Labrador Teachers' Association.

I encourage every teacher who comprises this Association to not merely become involved, but to take true ownership of what the NLTA can become.

This is also a fitting occasion to recognize the close of another exciting year within the NLTA; new goals have been set and many successes realized. I want to pay tribute to outgoing President Fred Andrews and the members of his Executive Council as they worked diligently to ensure that the needs of teachers and the rights of children were always foremost in the Association's agenda. My message in the June 2000 issue of *The Bulletin* noted that the year now closing would be "dominated by issues surrounding collective bargaining". This was very much the case, especially in ways that none of us could have anticipated even a few months ago. The strike by public service support workers galvanized the general membership of the NLTA and proved once again that this organization can speak with a common voice and unbreakable determination. Fred Andrews and his team of elected leaders showed a sense of common purpose that has been seldom matched within this organization.

It is that sense of unity that must now be seized upon by President Elect Winston Carter, Vice-President Elect Fred Douglas and their new team of Executive members as they ensure adequate and just rewards for a profession that should take second place to none. Today's society demands that the most capable of our young people be enticed into the teaching profession and rewarded for being responsible professionals. The laws of supply and demand will determine where our best and brightest go. As an Association fighting for the needs of teachers and the rights of children, we must encourage society to take whatever steps are necessary to ensure that teachers can stand as proud professionals, making apologies to no one.

I commend all of you for the service you have given our young people during the past year. I extend my personal appreciation for your contributions to our organization in helping to ensure that it remains a vibrant and responsive agent of teachers and a catalyst for educational excellence in Newfoundland and Labrador.

Your team at 3 Kenmount Road is dedicated to seeing that the Newfoundland and Labrador Teachers' Association continues to strive for excellence. We wish you a relaxing summer and a rewarding year in 2001-02.

Wayne Noseworthy is Executive Director of the NLTA.

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July 1, 2001
Increase to Salary Scale

by EDWARD HANCOCK

Most teachers would already be aware that the contract accepted in June 1998 made provision for four increases of 2%, 2%, 2% and 1% applied to the salary scales in the Collective Agreement. The final 1% increase is effective on the salary scale as of July 1, 2001. While this increase is applied to the salary scale on that date, it will not be applied to teachers' actual earnings until new earnings occur after that date. Because the July and August paycheques are made up of holdback from monies earned prior to June 30, the 1% increase will not apply to the July and August cheques, but will apply to earnings in the new school year.

Canadian Blood Services

asks teachers to "Have a Ball" this summer and to remember to give blood.

To meet patient needs in Newfoundland, Canadian Blood Services is aiming to collect 7,200 blood donations this summer. Demand for blood typically increases over long weekends in the summer. You can help patients in need by giving blood over the summer months at any of our permanent or mobile blood donor clinics.

On **TUESDAY, JUNE 26**, Canadian Blood Services is encouraging teachers to "Have a Ball" at our permanent clinic sites:

Western Memorial Regional Hospital, Corner Brook	1:00 p.m. to 8:00 p.m.
Lincoln Road Mall, Grand Falls-Windsor	1:00 p.m. to 8:00 p.m.
7 Wicklow Street, St. John's	12:00 p.m. to 7:00 p.m.

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FOR INFORMATION ABOUT OTHER CLINICS OR TO BOOK AN APPOINTMENT TO DONATE BLOOD.

As a result of discussions at the recent NLTA Convention in April, a motion was carried that the NLTA communicate to all teachers the fact that the 1% salary increase will apply only to salary earned after the July 1 date (i.e. after the current agreement has expired), and that an explanation be provided to the membership on this matter.

The issue of the dates of application for the salary increases in the last contract was a point of major discussion at the bargaining table in 1998. The 7% increase (2%/2%/2%/1%) first arose as a result of a tentative agreement reached between government and one of the public sector bargaining units early in 1998. That agreement included a 7% increase spread over 39 months with the earliest 2% of the increase being effective seven years, three months after the date when this bargaining unit had received its last increase in the 1990's (that was October 1, 1990). For that particular bargaining unit, the salary increase was 7% spread over the 39 months at 2% as of January 1, 1998; 2% eighteen months thereafter; another 2% twelve months thereafter and a further 1% at two months prior to the expiry of the agreement.

When that first settlement was reached, the premier and minister of finance publicly indicated that this would now be the "template" for all public service negotiations. As each group settled, government gave a commitment to the union representing the group that no groups reaching settlements at a later date would receive any larger or earlier salary increases. That is, the following parameters would be applied to all settlements without exception:

- a 7% wage increase (2%, 2%, 2%, 1%) spread over 39 months;
- the earliest 2% would begin no earlier than 7 years 3 months (87 months) after the date of the last increase received in the early 1990's; and
- following the first 2%, the further increases would be applied at intervals of 18, 12, and 7 months respectively.

The last NLTA Provincial Agreement which contained salary increases prior to 1998 was the 1990-93

Agreement. The final increase received under that agreement, prior to wage restraint legislation, was applied to teachers' salaries on March 1, 1991. Applying government's "template" to that particular increase led to the effective dates of increases in the teachers' salary scales of June 1, 1998, November 1, 1999, November 1, 2000, and July 1, 2001.

The NLTA's 1997-98 Negotiating Team was fully aware that, because of the way teachers' July-August holdback is calculated, the final 1% increase on July 1, 2001 would only affect teachers' earnings beginning in the 2001-02 school year. The negotiating team attempted, through various arguments and rationales, to dislodge the employer from its position in relation to the applicable dates. An attempt was also made to have the final 1% increase applied to holdback pay. However, government was unwilling to make any adjustments in the applicability of the increases which could be perceived by other bargaining units as a breach of its earlier commitment to the "template". When it became apparent that we would not be successful in dislodging government from its position, and that even with a strike mandate and being in legal strike positions other groups had not been successful in changing the parameters, the negotiating team accepted the salary proposal as part of the tentative agreement recommended to Executive and Joint Council. The tentative agreement was eventually accepted by vote among the membership.

"As a result of discussions at the recent NLTA Convention in April, a motion was carried that the NLTA communicate to all teachers the fact that the 1% salary increase will apply only to salary earned after the July 1 date ... ."

In conclusion, then, the 1% increase is applied to the salary scales effective July 1, 2001 but the increased salary scale will only apply to salary earned by teachers after that date (i.e. in the 2001-02 school year and onwards).

Edward Hancock is the Assistant Executive Director with the NLTA. In that position he serves as Director of the Benefits and Economic Services Division and as chief negotiator for the Association during contract negotiations.

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NLSBA Files Grievance re Student Assistants' Work

by EDWARD HANCOCK

The Newfoundland and Labrador School Boards Association (NLSBA) has filed a policy grievance with the NLTA over the NLTA's directions to its members not to perform the work of student assistants during the strike in early April.

Prior to and during the job action by student assistants which occurred as part of the widespread strike by NAPE bargaining units, the NLTA directed that teachers should not assume duties which, prior to the strike, were being carried out by members of another union. This directive related most particularly to the duties of student assistants and was in response to school board directives to school administrators that contingency plans should be put in place which would involve teachers carrying out such duties. One teacher in the province was issued a reprimand for refusing to carry out such duties and the appropriate grievance and arbitration procedures are being pursued in response to that disciplinary action by the school board.

"As required by Clause 31.20 of the Collective Agreement, a grievance meeting will now occur between representatives of the NLSBA and the NLTA concerning this matter."

Following the settlement of the strike, the NLSBA filed a policy grievance with the NLTA on April 6, 2001. The policy grievance takes issues with a memorandum issued by NLTA to its members and alleges that issuing this memorandum constituted the NLTA counselling its members to engage in a withdrawal of services in violation of Article 40 of the Collective Agreement and sections of the Teachers' Collective Bargaining Act.

Through the grievance process, the NLSBA is seeking the NLTA's withdrawal of the memorandum. Further, in the grievance letter the NLSBA has informed the NLTA of its intent that, should the NLTA refuse to withdraw the memorandum, the NLSBA will be seeking an order from an Arbitration Board declaring that the Association violated the Collective Agreement and the Teachers' Collective Bargaining Act in issuing the memorandum, directing the Association to refrain from issuing memoranda of a similar nature in the future, and declaring that teachers of special needs children are required to perform duties for these children in the absence of student assistants.

As required by Clause 31.20 of the Collective Agreement, a grievance meeting will now occur between representatives of the NLSBA and the NLTA concerning this matter. This meeting was scheduled for the last week of April but was postponed at the request of the NLSBA due to the involvement of NLSBA staff in contract negotiations for school district support staff. If the grievance is not settled as a result of the meeting, the matter may be referred to the arbitration process in accordance with Article 32 of the Agreement.

Edward Hancock is Assistant Executive Director of the NLTA.

Deferred Salary Leave Program
Benefits the Entire School Community

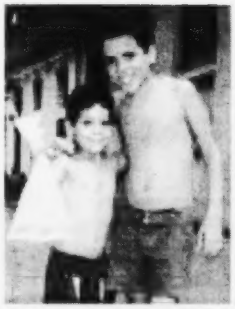
by JEANNE O'BRIEN

The Deferred Salary Leave Program available to Newfoundland and Labrador teachers is a benefit of immeasurable scope. It allows a veteran teacher the luxury of time away from the bell to rejuvenate for subsequent joys and challenges in the professional years to come. Such an advantage is the obvious one, yet the program's refreshing effects trickle on in giving the replacement teacher an opportunity to teach in a different school or perhaps with another age group. It may also give a newer teacher an opportunity to hone skills and develop learning strategies in a replacement capacity that runs over an entire school year. School communities are richer for a faculty whose members pursue other interests such as furthering their education, developing professionally, travelling, or devoting themselves to their families as circumstances dictate. New personnel with different approaches to teaching often energize a faculty. The real benefit, however, is felt by students who greet a fresher, albeit familiar, face in September. The Deferred Salary Leave Program enhances student life and learning because it invigorates their teachers.

As a teacher of some ten years experience, my first foray into this program commenced in the academic year of 2000. Yet every day since I applied for the program some four years before, I felt inspired and motivated by what was to follow. How would I best make use of a fourteen-month break away from a professional life in the classroom? Many a pleasant reverie took that happy challenge as its topic. I embarked on the sort of journey common to teachers on sabbatical: I traveled. And dear reader, I wintered in places where words like "wind chill" and "shovel" aren't often uttered. I swam outdoors almost every day from December through March and literally "skipped" through the winter of your discontent. Lest you accuse me of gloating, I wish only to motivate you into considering the same. You see, the possibilities are endless – one can write that great novel or renovate an old house, learn a new language or volunteer skills and expertise to a variety of causes. The "to do" list on your refrigerator takes on a less oppressive meaning when the most luxurious of ingredients – time – drops into your life. The options are limited only by your imagination.

Now that I am home, friends wonder if I'll be ready for my return to the classroom in September 2001. My answer is as honest as I can give without the benefit of a crystal ball. I know that I feel even more energized than I do after a great summer holiday, something, incidentally, I still have before me. I have photographs and stories, recipes and novels, newspaper clippings and music that I hope to share this upcoming school year, and that's just within the faculty lounge. As a teacher I wish to share lessons learned from cross-cultural travelling, from volunteering, and writing an independent course on the relationship between film and literature. I learned quite a bit about myself in the quieter moments of nine months spent "on the road", and that too, I plan to bring to my classroom. I also learned about the intricacies of renting one's house for the year and that lesson, dear reader, is for you should you need it.

Jeanne O'Brien is a teacher of English at Prince of Wales Collegiate in St. John's. If you need further convincing, house rental advice, or a Thai recipe, she can be reached by e-mail at jobrien@pwc.k12.nf.ca.



"Boys with Goldfish", Havana, October 2000. Photo taken by Jeanne O'Brien.

Teachers Awarded for Personal and Professional Excellence

Prime Minister's Awards for Teaching Excellence

The 2000-01 recipients of the Prime Minister's Awards for Teaching Excellence were announced May 10 at a gala event on Parliament Hill. Teachers from Newfoundland and Labrador were honored with seven awards – three of these were Certificates of Excellence, and four were Certificates of Achievement. "These teachers are the best of the best," said the Prime Minister. "Men and women who have not only answered the call to teach but have done so in a singular and innovative way. They have been moved by the conviction that their students can learn and succeed beyond expectations and, by inspiring a love for learning, have helped them make that discovery in themselves."

The Certificate of Excellence recipients from Newfoundland and Labrador are:

Clarence Button, O'Donel High School, Mount Pearl. Clarence teaches biology, science, robotics, cooperative education and computer technology. He has spearheaded interest and participation in the field of robotics throughout the school district with eight schools now involved. He makes science real and intriguing for students by taking them into the "real world" of private enterprise and public institutions. He uses hands-on laboratory-based instruction and leads students on field strips to see biology in action.

Claire Frankel-Salama, Bishop's College, St. John's. Claire teaches French immersion, economics and history (in French), and Spanish. She has pioneered integration of technology into the modern languages program and has been a role model for other teachers throughout the province. She has created innovative projects to integrate technology into learning and content from other subject areas into lessons. Claire developed the first introductory and advanced high school Spanish courses in the province.

Susan Quinn, Holy Heart of Mary Regional High School, St. John's. Susan teaches music and has developed a vibrant music program at the school, including Advanced Placement and International Baccalaureate courses. She formed and trains five school choirs – a concert choir open to all, and auditioned boys, girls, chamber and madrigal choirs. She ensures that her students' music experience doesn't end with graduation and formed the award-winning Quintessential Vocal Ensemble for Holy Heart alumni.

"These teachers are the best of the best ... Men and women who have not only answered the call to teach but have done so in a singular and innovative way."

The Certificate of Achievement recipients from Newfoundland and Labrador are:

Sharon Brennan, Biology Teacher, Holy Heart of Mary Regional High School, St. John's. Sharon creates activities and uses teaching methods that prepare students for both higher learning and the work world by developing necessary skills and work habits. Her students in Advanced Placement biology have competed and won in local, provincial and national science events such as the Canada Wide Science Fair, the National Biology Competition, the Connaught Student Biotechnology Exhibition and Memorial University's Neuroscience Brain Bee.

Fred Carberry, Physical Education Teacher, Herdman Collegiate, Corner Brook. Fred developed and maintains a vibrant and active physical education program with extremely high participation rates. Nearly

80 percent of students take physical education courses with a nearly 100 percent submission rate for assignments. He is active in curriculum development in the board and province, and has written articles on home-made equipment for physical education programs.

Peggy March, Social Studies Teacher, Macdonald Drive Junior High School, St. John's. Peggy has initiated and sustained numerous innovative programs in geography curriculum, and developed creative and fun-filled units such as "The Settlement of North America" and "Japan". These study units use a variety of resources, including the Internet, origami, listening stations and dictionaries to guide students' learning. She spearheaded introduction of Geographic Information Systems and geomatics into Newfoundland classrooms. Peggy encourages student participation in local, provincial and national heritage fairs. Recently, several students earned top three spots in the Great Canadian Geography Challenge.

Joanne Sparkes, Mathematics Teacher, Mount Pearl Senior High, Mount Pearl. Joanne established Advance Placement calculus program in September 1995 and wrote a 192-page guide to the course. With voluntary enrollment, class has grown from three to 14 students; 86 percent of students have qualified for the university credit the course offers. She initiated the Problem of the Week contest at school to increase interest and proficiency in mathematics. Joanne organizes a school mathematics team to attend Saturday Math League competitions hosted by the Newfoundland and Labrador Math Council and Memorial University. She creates a stimulating learning environment and acts as a facilitator for hands-on learning and problem-solving ventures.

A total of 65 awards were announced at the ceremony (15 national and 50 local). Awards are worth $5,000 at the national level and $1,000 at the local level. Funds are given to winning teachers' schools to be spent under the recipients' direction. For more information about the Prime Minister's Awards, contact the PMA Program office at 1-800-575-9200 or visit the PMA web site at www.schoolnet.ca/pma.

McCain Entrepreneurship Educator of the Year

Stella Greenslade, enterprise teacher at Mount Pearl Senior High School, has been named McCain Entrepreneurship Educator of the Year at the Atlantic Canada Planet Entrepreneur Awards held April 26-28 in Moncton. The Awards are sponsored by the Nova Scotia Education Department's Centre for Entrepreneurship Education and Development.

As a champion of entrepreneurship, Stella instills in her students that they are the makers of their destinies. Over the past four years she has "stimulated her students to use their creativity while making them feel they can do anything they desire."

As the only enterprise teacher at Mount Pearl Senior High, Stella has been responsible for the growth of the program within her school system. In 1997 she had a small class of 23 students. In 1998 those numbers tripled and this year she had four classes with over 100 students.

Enterprise Education is an honours course for high school and has been developed to stimulate an entrepreneurial culture in students. The program exposes students to the idea of having a career in entrepreneurship.

Stella teaches her students how to plan, organize, finance, market and implement a profit/non-profit venture. The projects are displayed at the school level and then entered into the Avalon East School Board Regional Competition. The students then have an opportunity to attend the Provincial Enterprise Olympics. Many of Stella's students have won at these various levels over the past four years.

(Information for this article was reprinted with the permission of The Shoreline News.)

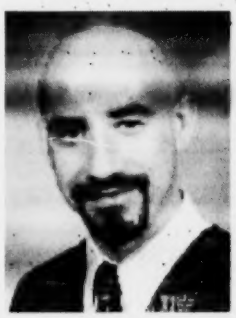
Stella Greenslade

Arts and Letters Competition Award Winner

Lindsay Preston, Grade 6 teacher at Lewisporte Middle School, has won first prize in the poetry category of this year's Government of Newfoundland and Labrador Arts and Letters Competition. The title of his entry was *The Spirit Close to the Bones*.

The poem was written to honour the memory of Lindsay's three-year-old cousin, Jeffrey Preston, who died tragically in 1967 after wandering from his mother and falling into a well. The first draft of the poem came to Lindsay while visiting the graves of some deceased relatives in Dover. One of the graves was that of the little boy buried next to his mother and father. Lindsay has no memory of Jeffrey, but has always wondered what would have become of him, and whether he would have been a close friend – being around the same age. Lindsay feels a loss for this boy.

The end of the poem touches on the inevitability of our own deaths, on how close death can sometimes come to us.



Lindsay Preston

A Teacher's Review
The Lindamood-Bell Learning Processes Program

by ANNETTE SHORT

Last year I attended three workshops, namely the Lindamood Phoneme Sequencing Workshop (LiPS), Nancibell Seeing Stars: Symbol Imagery Workshop and the Nancibell Visualizing and Verbalizing Workshop. I found that programs did currently exist that have been proven to effectively teach children with learning disabilities to learn and use language.

I observed how children with Auditory Processing Deficits could, through the Lindamood Phonemic Sequencing program, build auditory processing skills. Teachers using this method can teach students to use sensory information from feeling, seeing and hearing to develop a feedback system that promotes self correction in speech, reading and spelling. Students are taught to focus on how sounds are made (articulatory feedback). This helps students identify and sequence words in the context of a syllable. It provided for interaction of all learning channels. It also allowed children to be active participants in the learning of new and necessary skills.

Visual Accuracy/Memory Deficits were addressed through instruction of the Seeing Stars, Symbol Imagery Program. This workshop prepared teachers to teach students to imagine letters in words and apply that imagery to remembering sight words; spelling accurately and reading fluently in context. This program teaches students to build visual memory and visual accuracy. The program could not function without the active participation of teacher and student.

The workshop on Visualizing and Verbalizing addressed Comprehension Deficits and enabled students to develop an understanding of language. Students are taught to visualize the concepts behind words, sentences and paragraphs and to verbalize, using a consistent structure, what they see. This method promotes improvement in their language comprehension, reasoning for critical thinking and expressive language skills. Based on a hierarchy of skills and a spiral curriculum, it allows for the tailoring of the program to individual student needs, reteaching, instantaneous feedback and continuous evaluation.

The Lindamood-Bell Learning Processes Programs: recognize the need to strengthen and integrate all learning channels; the programs (LiPS, Seeing Stars, and Visualizing and Verbalizing) are actively touch learning processes – they don't just model; can be used in remedial settings to develop weak learning channels (with assistance from the stronger channels); can be used preventively in primary grades; symbol imagery can be incorporated easily in any grade to develop the visual channel and can also be used as a study strategy for spelling; and visualizing and verbalizing can be used in conjunction with any language activity to develop comprehension, writing and study skills. Students are taught to visualize and to use this skill to process language.

I observed that these programs could provide teachers with a structured format which facilitates a systematic introduction to acquiring and practicing language skills. Student progress is both observable and measurable. The Spiral curriculum allows for a continuous review of skills. The instant feedback from students provides information as to whether the pace at which skills are being taught should be increased or decreased.

The Lindamood-Bell programs have been used at Landmark East School, an international residential school for children with learning disabilities located in Wolfville, Nova Scotia, for approximately ten years, with favorable results. Statistical data indicates over 81% of Landmark East students have stayed in school and graduated from grade 12; and of the students who have graduated, 74% have continued studies at the post-secondary level.

The exposure to this holistic approach to teaching children to effectively learn and use language was enlightening and encouraging. It has provided me with a framework that is realistic and has the potential to make a positive difference in the students acquisition of language skills.

Annette Short is an educational psychologist with the Avalon East School Board. She can be reached at ashort@aesb.k12.nf.ca.

NLTA Professional Development Programs

Professional Development Fund

The PD Fund supports professional development initiatives by both individuals and groups. Grants are awarded five times throughout the year. Individual applicants identify areas of personal professional interest which they wish to pursue through out-of-province (or in-province between Labrador and the island) professional development conferences/sessions. The grant covers travel and registration costs, up to 75 percent of the total cost of the conference and up to a maximum of $1,000. For Project Grants to Organizations, the maximum amounts to be allocated will be $5,000 for a provincial initiative and $2,500 for regional initiatives.

Deadline Dates: Third Thursday in September, October, January, March and May.

Centennial Funds and Awards

Centennial Study Award

Study awards are awarded to teachers on an annual basis to support the continuing professional development of certified teachers in the province. At least two awards, valued at $2,500 each, will be presented each year, provided suitable applications are received. To be eligible, the teacher must be registered full-time at university during the time of the award.

Centennial Project Award

The Association funds ongoing educational projects submitted by qualifying teachers, as long as they meet the purposes of the Centennial Fund. Projects submitted for funding should have a demonstrable benefit to teachers, students, and/or the learning environment.

Educational Research Award

Through the Centennial Fund, the Association will make available a maximum of $10,000 annually to support educational research projects initiated and/or approved by the Association.

International Conference Presenters Program

The Centennial Fund will provide funding to teachers presenting at International Conferences provided the presenter makes a significant contribution to the professional agenda of the conference. The maximum amount to be approved for presenters at any one conference will be up to $1,250. A total of $5,000 will be provided each year, should suitable applications be received.

International Programs Award

Through the Centennial Fund, the Association will make available a maximum of $12,000 annually to support International Projects initiated and/or approved by the NLTA Executive. Project Overseas, which supports professional development of teachers in developing countries, is one such initiative.

Deadline Dates for all Centennial Funds and Awards: March 31

Equity Issues Programs for Students

A maximum of $4,000 will be dedicated annually from the Centennial Fund for an NLTA Equity Program for Students, to include up to four projects, each to receive a maximum of $1,000.

Deadline Date: Under review

T-4 Program

"Teachers Talking to Teachers" provides an opportunity for teachers to share expertise and innovative practice with colleagues. An allocation of $5,000 yearly will be provided to assist teachers to travel to other schools or districts to facilitate professional development opportunities for fellow teachers.

Johnson Bursaries

Johnson Bursaries are available for teachers enrolled full time at the undergraduate or graduate level. Ten bursaries of $200 will be available each year.

Deadline Date: April 1

For further information on any of the above programs, please contact:

Professional Development Division
Newfoundland and Labrador Teachers' Association
3 Kenmount Road, St. John's, NF A1B 1W1
Telephone: 726-3223 or 1-800-563-3599 (*toll free*)
Fax: 726-4302 or 1-877-711-6582 (*toll free*)
Beverley Park, ext. 244, Rene Wicks, ext. 245, Susan Cardoulis, ext. 246

Johnson Incorporated Proud to Support NLTA Projects

by WAYNE RUSSELL

In 1997, when Johnson Incorporated was sold to Royal & SunAlliance Canada, it was decided that a portion of the proceeds from this transaction would be set aside and distributed to Johnson Group Clients over a 10-year period. There were two distribution streams identified. One would provide Scholarships and Academic Grants to Group Members and their dependents. Annually, 100 Scholarships and Academic Grants are awarded, each valued at $1,000. To date, more than 35 dependents of NLTA Members have received Scholarships and eight Members have received Academic Grants.

The second distribution method would provide support to the Group itself for identified projects. The NLTA was our first Group Client and as such, was the first of our Groups to be selected in this initiative, and the amount of support to the NLTA is the largest annual amount to be distributed to any Group – $15,000 per year.

C.C. Huang, President and Chief Executive Officer of Johnson Inc. presents President Fred Andrews with the annual donation in support of NLTA projects.

This year, the NLTA has identified two projects to benefit from this amount. They are the Teacher Internship Program and the Virtual Teacher Centre. The Virtual Teacher Centre has been established by the NLTA, in partnership with other educational stakeholders. It provides online access to a variety of professional development experiences of teachers throughout Newfoundland and Labrador. The Teacher Internship Program provides financial assistance for two teaching interns to work in rural areas throughout the province. It provides for travel and accommodation expenses and enables interns to experience living and teaching in the outport communities of Newfoundland and Labrador.

Johnson Incorporated is very excited about these innovative projects designed by the NLTA and are proud to be able to provide support.

Johnson Incorporated and the NLTA have enjoyed a strong relationship for more than 35 years. The Johnson Company was established in Newfoundland and Labrador more than 120 years ago. The NLTA (then the Newfoundland Teachers' Association – NTA) was established shortly after. A founding goal of the Association was to establish a Group Benefit Plan for its Members. Several attempts were made but it was not until the early 1960s, when the Association approached Johnson, that a viable Plan was found and implemented. It was among the first Group Benefit Plans available in Canada. Johnson, in partnership with the NLTA, followed with a Home-Auto Program designed especially for NLTA Members. The combination proved to be an immediate success.

Johnson introduced this newly developed concept to the teachers of Atlantic Canada, and then to those of Ontario and the Western Provinces. Today, Johnson Incorporated operates from coast to coast and we are proud to be the largest provider of insurance services to Canadian educators.

Wayne Russell is Vice President, Special Services, with Johnson Incorporated.

RESOURCES

GREENING SCHOOL GROUNDS: CREATING HABITATS FOR LEARNING

Schoolyard "greening" is an excellent way to promote hands-on, interdisciplinary learning about the environment through projects that benefit schools and increase green space and biodiversity in communities. In this new anthology from *Green Teacher* magazine, readers will find step-by-step instructions for numerous schoolyard projects, from tree nurseries to school composting to native-plant gardens, along with ideas for enhancing learning by addressing the diverse needs of students.

For teachers, there are dozens of outdoor classroom activities and curriculum links, a bibliography of learning resources, and up-to-date listings of funders and training organizations. *Greening School Grounds* is a compendium of the best schoolyard greening articles and activities from *Green Teacher*.

Single copies of *Greening School Grounds* cost $21.95 (HST, S&H extra). Reduced prices for bulk orders. To order contact: Green Teacher, 95 Robert Street, Toronto, ON, M5S 2K3, Tel: 416-960-1244 (9 a.m. - 5 p.m. EST), Fax: 416-923-3474, or order online: www.greenteacher.com.

144 pages, 8 1/2" x 11", for grades K-12.

CANADA YEAR BOOK 2001

The *Canada Year Book 2001*, available from Statistics Canada, can be found in most school libraries for good reason: this biannual publication presents economic, social and geographical facts about Canada in an engaging and entertaining style that appeals to readers of all ages. Supplemented with photos, tables, graphs and fascinating sidebars, the millennial edition combines function and beauty in a way that few publications achieve.

Check out some sample pages of the *Canada Year Book* at www.statcan.ca/english/ads/11-402-XPE/index.htm. Selected free articles from the *Canada Year Book 2001* will be available in E-STAT at a later date.

The *Canada Year Book* becomes an invaluable classroom tool when teamed up with the free lesson plans from the Canada Year Book Teacher's Kit. The 1999 version of this kit is available at www.statcan.ca/english/kits/intro.htm and the 2001 version should be available by the beginning of the next school year.

Editor's Choice for Resources on the Web

www.safekidscanada.ca
This site contains a Teacher's Resource Centre with safety information to help teachers deliver important injury prevention information to students. The site features lesson plans, children's activities and other resources that may be selected to match curriculum by grade and province. The web site is run by Safe Kids Canada, the national injury prevention program of Toronto's Hospital for Sick Children. It is sponsored by the Stephanie Gaetz KEEPSAFE Foundation (www.keepsafefoundation.com) founded by skater Barbara Underhill and her husband Rick Gaetz in memory of their daughter.

www.statcan.ca/english/Estat/licence.htm
This site is Statistics Canada's free interactive learning tool for Canadian schools, teachers and students. If your school is not already connected to E-STAT, you can register online.

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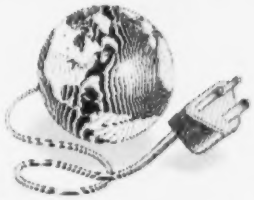

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SMARTER COMMUNITIES/SMARTER WORLD CONFERENCE
June 17-19, 2001
Clarenville. This conference focuses on real-world implementation of technology in community development projects. Learn first-hand the benefits of powerful technologies to leverage your resources, improve your success rates, and develop wider potential for growth and change. Join conference chair Dr. Axel Meisen, and innovative speakers such as Dr. Bob Richards of Memorial University, moderator Anne Budgell, Iceland's Dr. Eyjólfur Gudmundsson and David O'Donovan of Ireland. For information on how to register contact: Discovery Smart Group, Tel: 709-466-6909, Fax: 709-466-4640, e-mail: discovery.conference@northatlantic.nf.ca, web site: www.discoverysmartgroup.com.

HOOK, LINE & NET 2001: RECEIVING THE WORLD
June 26-27, 2001
Grand Falls-Windsor. STEM~Net's annual conference will be held at Sprucewood Academy and this year is in partnership with the Department of Industry, Trade and Rural Development, and Receiving the World 2001. For information visit the conference web site at www.hln.nf.ca/2001/.

THE 15TH BIENNIAL CAEDHH CONFERENCE
July 8-10, 2001
Newfoundland School for the Deaf, St. John's. The Canadian Association for Educators for the Deaf and Hard of Hearing (CAEDHH) invites you to join the 15th Biennial National Conference in 2001. "Casting Toward the Future" will encompass presentations on a variety of issues relevant to the field of educating Deaf and Hard of Hearing Children. For further information contact co-chairpersons Ann Shortall or Cathy Lawlor at 709-364-1234. CAEDHH web site: www.stemnet.nf.ca/CAEDHH.

DEPARTMENT OF DEFENCE TEACHERS' REUNION
July 17-19, 2001
Calgary, Alberta. For information: http://members.home.net/andersdo or contact Doug Anderson, Tel: 403-201-2369.

COUNSELLING ADOLESCENTS: AN INSTITUTE
July 30 - August 3, 2001
Memorial University, Faculty of Education, St. John's. This one week institute will address issues related to adolescence. It will be of interest to counsellors, teachers, administrators, social workers and others working with adolescents. Topics to be discussed include sexuality, identity, alcohol/drugs, eating disorders, depression, suicide, behavioral/emotional disorders and others. Contact Lynda Younghusband, Tel: 709-737-7614 or e-mail: lyounghu@mun.ca.

TRAVELLING INSTITUTE FOR SCIENCE AND SOCIAL STUDIES TEACHERS
August 19-25, 2001
Heritage Presentation and Ecosystem Science staff will facilitate this P.D. opportunity, delivering programs designed especially for Science and Social Studies teachers. For information or a registration form, contact Dorothy Parsons, Advisor – Educational Programming, Western Newfoundland and Labrador Field Unit, Parks Canada, Tel: 709-458-2417/243-2067, e-mail: Dorothy_Parsons@pch.gc.ca.

NATIONAL CONFERENCE ON LEARNING DISABILITIES
September 27-29, 2001
Halifax. Share information and knowledge about learning disabilities with experts from across North America. Be sure to register before June 30, 2001 to receive the early registration discount. Registration and conference details can be found on-line at www.nsnet.org/ldans or contact Paige McDicken at 902-423-2850.

BREAKTHROUGH STRATEGIES TO TEACH AND COUNSEL TROUBLED YOUTH
October 4-5, 2001
Mount Peyton Hotel, Grand Falls-Windsor. Sponsored by ADD Central and School District #5. During the two-day workshop participants will learn 200 powerful, up-to-the-minute strategies for working with their most challenging students. Contact Keith Adey, Tel: 709-489-5796.

MUSIC
October 19-21, 2001
St. John's. Contact: Mary Dinn, Tel: 709-579-9111, Fax: 709-579-2448. For hotel reservations call Patricia Martin at 1-800-933-0506 (Mon.-Fri., 9-5). Credit card required.

SCHOOL COUNSELLORS (SCAN) SIC NATIONAL CONFERENCE/ CANADIAN ASSOCIATIONS OF SCHOOL PSYCHOLOGISTS
October 24-26, 2001
Battery Hotel, St. John's. Conference Theme: Assessment. Preconference on Violence Prevention/Intervention. Contact: Holly Stevenson, Tel: 709-786-9056.

PHYSICAL EDUCATION
Oct. 26-28, 2001 or Nov. 2-4, 2001 (tentative)
Memorial University. Contact Ray Brushett, Tel: 709-579-0443; Fax: 709-579-2265.